

HYDRASUN LIMITED GENDER PAY GAP REPORT (31st March 2025)

As an employer of more than 250 people, Hydrasun Limited is required by law to report on our Gender Pay Gap and make this information publicly available on our website and submit our findings to the Government.

The information presented is as at 5th April 2024.

The mean hourly rate is the average hourly wage across the company so the mean gender pay gap is a measure of the difference between women's mean hourly pay and men's mean hourly pay.

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly pay (the middle paid woman) and men's median hourly pay (the middle paid man).

MEAN & MEDIAN GENDER PAY GAP

Mean Gender Pay Gap – 15.9%

Median Gender Pay Gap – 10.8%

SPLIT BY GENDER FOR EACH PAY QUARTILE

The table below provides details of the percentage split by male and female for each pay quartile.

Quartile	Males	Females
Upper Quartile	91.3%	8.7%
Upper Middle Quartile	85.7%	14.3%
Lower Middle Quartile	76%	24%
Lower Quartile	10.6%	89.4%

BONUS PAY

The information below shows the mean and median bonus pay difference between male and female employees and the percentage of males and females who received 'bonus pay', as defined by the Regulations.

Mean Bonus Pay Gap – 0%

Median Bonus Pay Gap – 0%

Percentage of Males Receiving Bonus- 0%

Percentage of Females Receiving Bonus – 0%

EXPLANATION OF RESULTS

The Gender Pay Gap for Hydrasun Limited continues to be largely due to the gender distribution across the various different job types and levels across the company.

Males make up a significant majority of the workforce (85.6%). Measures have been taken in the past and will continue to be taken by the company to try to encourage more female applicants for operational roles to improve the gender imbalance, however attracting females to the majority of roles within the company appears to be difficult. This is also the case in Engineering roles and IT roles which have been areas of high volume recruitment over the last year.

There is a lower proportion of women employed at senior levels across the company. The majority of the company's female employees are in functional support roles which are generally lower paid than more technical/managerial roles within the company. The company's ratio of female to male employees is however continually improving year on year.

No company bonus schemes operated for the reporting period hence the 0% results.

COMPANY COMMITMENT

Hydrasun's commitment to improving our gender pay gap has not changed since the report from last year. Having a focus on workplace diversity continues to be important to us. As a business, we want to ensure we have access to the widest pool of talent available, selecting the best candidates based on their ability to do the job.

The company produced its first ESG Report during this reporting period and operates an ESG Committee who meet regularly focusing on a company wide Environmental, Social and Governance Agenda which will further support the company's commitment to gender equality and diversity.

Whilst Hydrasun Limited's gender pay gap data continues to be broadly in line with the national average reported figures, the company remains committed to placing an emphasis on the monitoring and analysis of its gender pay gap information and taking any necessary and justifiable actions to address the gaps. With the improving business climate and performance, we expect to see more recruitment and related actions over the course of the next year.

STATEMENT

I confirm the gender pay gap information contained in this report is accurate and has been produced in accordance with the Regulations.

A handwritten signature in black ink that reads "Carole A Small".

Carole Small
HR Director